

Visionary Individual Pathways Ltd. (VIP) Behaviour Management Policy September 2024

Our Aim is:

To ensure a consistent approach to positive behaviour management across VIP.

To ensure that everyone feels safe with us.

We will:

- Promote good behaviour, self-discipline and respect
- prevent bullying
- ensure that children and young people are positively engaged
- regulate the conduct of children and young people in our care

The Positive Behaviour Policy:

At VIP a consistent approach to behaviour management is key!

For a positive behaviour system to be successful there needs to be consistency in the implementation of the approach. This policy sets out that approach.

Our philosophy

VIP seeks to maintain a positive ethos for all children and young people, with staff providing good role models of behaviour to help develop such an ethos and encourage constructive relationships with and between all. Children and young people will value relationships, routines and property only when they feel that they themselves are valued. Staff are required to work with and deal with all children and young people sensitively and with an awareness of individual need, giving everyone the respect to which they are entitled by law. We recognise that some youngsters need to be protected from their own behaviour and that of others.

All of our staff continuously work to establish positive relationships with all children and young people and seek to acknowledge and promote positive behaviour. We realise that for many, problems and frustrations in communication can lead to behaviour difficulties, and we seek to develop relationships in which everyone who attends our service can interact purposefully, learning positive ways of communicating with others.

Physical contact is used positively and appropriately to reinforce relationships. When it must be used in less positive contexts, as a last resort, to avert a potentially dangerous situation, then it should always be the minimum the situation warrants and be reasonable in its application.



VIP expects all young people and staff to be:

Respectful and tolerant of each other's needs and abilities.
Careful and considerate towards each other, and all property and facilities.
Respectful of everyone's right to equal opportunity.

In order to meet these demands we recognise that many pupils will require support and that good role models of adult behaviour will assist.
VIP staff strongly believe that we should seek to understand pupils through their behaviour and not label them according to their conduct.
Staff will always seek to try and diffuse potential conflict.

ACTIVITY MANAGEMENT

All staff have had training in Positive Behaviour Support to ensure a consistent approach to Pupil Behaviour within any of our Activities.
However, we will always work through any negative behaviours, on an individual basis, with the child.

PUPIL SUPPORT SYSTEMS

We know that One size does not fit all. All Children will be treated as Individuals.
Our own, in-house, Sports and Emotional Coaches can create individual plans for all young people

STRONG LEADERSHIP

VIP Senior Leaders are committed to supporting high standards of behaviour. Senior Leaders are experienced practitioners in Positive Behaviour Support and Safeguarding.

REWARDS

- Verbal praise and encouragement
- Non-verbal praise – which may include facial expressions, gesture
- Stickers
- Certificates to celebrate success (for behaviour and achievement)

SANCTIONS

It is not standard practice to use sanctions at VIP.

If required sanctions can include:

- Distracting, diverting or redirecting the child
- Planned Ignoring of the behaviour
- Short time away from the activity / group
- Discovering the cause of the behaviour and removing it
- Teaching an alternative behaviour or skill that achieves the same function.
- Verbal Reprimands.



Challenging behaviour can include a wide range of behaviours, such as withdrawal, lack of awareness of danger, hyperactivity, obsessive/ritualistic behaviour, self-injurious actions and physical/verbal aggression. All types of behaviour are addressed appropriately, and we regularly review programmes and methods to ensure that these behaviours do not inhibit progress both socially and academically.

It is important to identify factors which have led to the behaviour such as: pain, boredom, excessive demands, personality clashes, drug side effects, fear, changes in routine and any specific contexts where the behaviour occurs. Our ethos interprets 'challenging behaviour' as that which challenges our resources and challenges us to find positive ways of responding.

BEHAVIOUR STRATEGIES AND TEACHING OF GOOD BEHAVIOUR

This policy recognises four major approaches that are key in the prevention or reduction of challenging behaviour:

1. The adopting and use of a child-centred approach

- Focus on the child's individual needs
- Develop positive relationships with others through interactive approaches.
- Find people and situations to which the individual responds positively.

2. Children and Young People being enabled to develop autonomy and self-control

- Expand opportunities for making choices, and having those choices respected.
- Encourage all children and young people to be responsible for their own behaviour.
- Maintain clear boundaries for behaviour, so pupils have security and consistency.
- Give responsibility and independence during the daily routine.
- Have achievable rewards

3. Staff Development and Support

Senior Leaders are committed to developing a system of staff support which will:

- Offer training for all staff in order to develop expertise in knowing when to intervene or not intervene, how to intervene without being confrontational, and how to manipulate the environment to reduce risk of negative behaviour occurring.
- Recognise that all staff need to build confidence and be valued.
- Offer a thorough programme of induction for all new staff, including peer mentoring.
- Provide regular access to support/supervision.
- Provide mutual support through meetings and discussions.

4. Liaison with Parents / Carers and Other agencies

VIP acknowledges that all positive behaviour management strategies must be developed in consultation with parents and/or where appropriate, other professionals.

We are committed to developing these positive links through:

- Regular consultation about pupil progress.
- Realistic target setting and management strategies.



VIP Education

Visionary Individual Pathways

- Providing mutual support for all parties through discussions, developing practical strategies and opportunities for training sessions.
- Providing advice on resources, procedures, outside agencies etc.

MANAGING TRANSITION

Our aim is to enable all Children and Young People who access our services to move on in their lives in a more positive and pro-active way.

Significant Adults in their lives are kept fully informed and up to date with progress or struggles. Working together creates the best Life Chances for children and young people.

ORGANISATION AND FACILITIES

All work undertaken by VIP is planned and organised by qualified staff in a professional and legal manner.

We have our own facilities which are safe and secure for all children and young people. We can also work off-site away from our own setting eg. School, Local Hub, within Care Setting.

If a child was to make any allegations against VIP staff, our full Safeguarding procedures would be followed. If these were proven to be malicious then after careful consideration, there would be the possibility of that young person no longer being able to partake in any VIP Activities.

As with all behaviours, this would be looked at on an individual basis.

VIP has well established and effective multi-agency working practices.

Policy Date: September 2024.

Policy Review Date: September 2025.